

# **EXHIBIT 727**

**From:** Michelle Maupin  
**Sent:** Friday, May 09, 2008 11:27 PM  
**To:** Jan van der Voort  
**Cc:** Della Berger  
**Subject:** RE: FYI - [REDACTED] has given her notice!

It wouldn't be with the intent of increasing the comp more than [REDACTED] Della was thinking it might be an attraction from a job content standpoint.

-----Original Message-----

**From:** Jan van der Voort  
**Sent:** Friday, May 09, 2008 3:54 PM  
**To:** Michelle Maupin  
**Cc:** Della Berger  
**Subject:** Re: FYI - [REDACTED] has given her notice!

Redacted	LAS	Redacted
Redacted		

----- Original Message -----

**From:** Michelle Maupin  
**To:** Jan van der Voort  
**Cc:** Della Berger  
**Sent:** Fri May 09 15:50:54 2008  
**Subject:** RE: FYI - [REDACTED] has given her notice!

Jan,

I know you are in a meeting right now so I am writing to you. I just got off the phone with Della discussing options with [REDACTED]

Redacted	
Redacted	Her response wasn't yippee, sounds great but more ok and what did I think would happen beyond that. Della and I agree that we can't say what more there will be as we all don't know what the next turn will be.

Redacted	Redacted
Redacted	would this plus the higher salary be enough for her to stay.....not sure

Thoughts?

-----Original Message-----

**From:** Della Berger  
**Sent:** Friday, May 09, 2008 1:33 PM  
**To:** Michelle Maupin; Jan van der Voort  
**Subject:** Re: FYI - [REDACTED] has given her notice!

Sometimes it takes the full package to turn the tide... And cash is usually a good selling point at this stage in her csreer. I hate to keep going back with one more thing rather than a comprehensive deal. Can you call me on my cell.... [REDACTED]

----- Original Message -----

<b>EXHIBIT 727</b>	
Deponent	<i>Maupin</i>
Date	<i>2-12-13</i>
Gina V. Carbone, CSR	

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From: Michelle Maupin  
To: Jan van der Voort; Della Berger  
Sent: Fri May 09 13:06:07 2008  
Subject: RE: FYI - [REDACTED] has given her notice!

We met at 11:00 and just got done.

Her biggest reason for thinking this would be a good opportunity is the international component. [REDACTED] Singapore [REDACTED]  
[REDACTED] Singapore. It does interest her but there are other things that long term we may not be able to meet - she is looking at systems capabilities (perf review system, salary planning system, a more robust HRIS system) that is available already at Wind River. Also, our business decision timing - when would we be doing some of these things...is it really in the plan, etc.

Jan/Della - I can inform you more in person as I need to head off to a meeting. It might be helpful for [REDACTED] to speak with either or both of you for long term direction on some things but I know she sees the timing will happen more slowly here.

I did not share any counter offer with her as I really want her to be happy with the job content. I did mention I would be interested in exploring that opportunity.

Michelle

-----Original Message-----

From: Jan van der Voort  
Sent: Friday, May 09, 2008 12:45 PM  
To: Della Berger; Michelle Maupin  
Subject: RE: FYI - [REDACTED] has given her notice!

Michelle, how did your conversation with [REDACTED] go?

-----Original Message-----

From: Della Berger  
Sent: Friday, May 09, 2008 12:40 PM  
To: Jan van der Voort; Michelle Maupin  
Subject: Re: FYI - [REDACTED] has given her notice!

I am sorry to hear this. Can we spice this up by [REDACTED] We are doing the job families with [REDACTED] and maybe she can work with [REDACTED] as well? Della

----- Original Message -----

From: Jan van der Voort  
To: Michelle Maupin  
Cc: Della Berger  
Sent: Thu May 08 13:55:50 2008  
Subject: RE: FYI - Yvonne has given her notice!

I am comfortable going to [REDACTED]

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From: Michelle Maupin  
Sent: Thursday, May 08, 2008 1:54 PM  
To: Jan van der Voort



Sent: Thursday, May 08, 2008 11:03 AM  
 To: Jan van der Voort  
 Cc: Della Berger  
 Subject: FYI - [REDACTED] has given her notice!

Hi Jan,

[REDACTED]

[REDACTED]

[REDACTED]

Job Code	Job Title	Base Salary : Employee (Weighted Average) :	Target Total Cash Compensation : All Employees :
6242	COMPENSATION ANALYST 2	[REDACTED]	[REDACTED]
6243	COMPENSATION ANALYST 3	[REDACTED]	[REDACTED]
6244	COMPENSATION ANALYST 4	[REDACTED]	[REDACTED]
6245	COMPENSATION ANALYST 5	[REDACTED]	[REDACTED]

We might be able to keep her but I also wonder for how long. This was my concern when we created the job and were doing the recruiting. Could we find someone for a year or two before they might want to move on and broaden their experience. I was hoping for more than 4 months!! Darn that manager! She wanted to know how much notice I wanted - 6 months ok? Just kidding. She was thinking of [REDACTED] but would push it out. She is just about done with the Radford Benchmarked and Croner AVE survey which she would finish by then and I don't have any critical project that would require we ask her to stay longer.

Let me know what you think. I am just a bit numb so I may not have thought of all the angles on this yet.

Michelle